

91st CONGRESS
2D SESSION

H. R. 13008

IN THE SENATE OF THE UNITED STATES

FEBRUARY 17, 1970

Read twice and referred to the Committee on Post Office and Civil Service

AN ACT

To improve position classification systems within the executive branch, and for other purposes.

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled,
That this Act may be cited as the "Job Evaluation Policy Act of 1970".

TITLE I—CONGRESSIONAL FINDINGS WITH RESPECT TO JOB EVALUATION AND RANKING IN THE EXECUTIVE BRANCH

SEC. 101. The Congress hereby finds that—

(1) the tremendous growth required in the activities of the Federal Government in order to meet the

II

1 country's needs during the past several decades has led
2 to the need for employees in an ever-increasing and
3 changing variety of occupations and professions, many
4 of which did not exist when the basic principles of job
5 evaluation and ranking were established by the Classi-
6 fication Act of 1923. The diverse and constantly chang-
7 ing nature of these occupations and professions requires
8 that the Federal Government reassess its approach to
9 job evaluation and ranking better to fulfill its role as
10 an employer and assure efficient and economical admin-
11 istration;

12 (2) the large number and variety of job evaluation
13 and ranking systems in the executive branch have re-
14 sulted in significant inequities in selection, promotion,
15 and pay of employees in comparable positions among
16 these systems;

17 (3) little effort has been made by Congress or the
18 executive branch to consolidate or coordinate the various
19 job evaluation and ranking systems, and there has been
20 no progress toward the establishment of a coordinated
21 system in which job evaluation and ranking, regardless
22 of the methods used, is related to a unified set of prin-
23 ciples providing coherence and equity throughout the
24 executive branch;

25 (4) within the executive branch, there has been no

1 significant study of, or experimentation with, the several
2 recognized methods of job evaluation and ranking to de-
3 termine which of those methods are most appropriate for
4 use and application to meet the present and future needs
5 of the Federal Government; and

6 (5) notwithstanding the recommendations resulting
7 from the various studies conducted during the last twenty
8 years, the Federal Government has not taken the initia-
9 tive to implement those recommendations with respect
10 to the job evaluation and ranking systems within the
11 executive branch, with the result that such systems have
12 not, in many cases, been adapted or administered to meet
13 the rapidly changing needs of the Federal Government.

14 TITLE II—STATEMENT OF POLICY

15 SEC. 201. It is the sense of Congress that—

16 (1) the executive branch shall, in the interest of
17 equity, efficiency, and good administration, operate under
18 a coordinated job evaluation and ranking system for all
19 civilian positions, to the greatest extent practicable;

20 (2) the system shall be designed so as to utilize such
21 methods of job evaluation and ranking as are appropri-
22 ate for use in the executive branch, taking into account
23 the various occupational categories of positions therein;
24 and

25 (3) the United States Civil Service Commission

1 shall be authorized to exercise general supervision and
2 control over such a system.

3 TITLE III—PREPARATION OF A JOB EVALUA-
4 TION AND RANKING PLAN BY THE CIVIL
5 SERVICE COMMISSION AND REPORTS AND
6 RECOMMENDATIONS TO CONGRESS

7 SEC. 301. The Civil Service Commission, through such
8 organizational unit which it shall establish within the Com-
9 mission and which shall report directly to the Commission,
10 shall prepare a comprehensive plan for the establishment of
11 a coordinated system of job evaluation and ranking for civil-
12 ian positions in the executive branch. The plan shall include,
13 among other things—

14 (1) provision for the establishment of a method
15 or methods for evaluating jobs and alining them by
16 level;

17 (2) a time schedule for the conversion of existing
18 job evaluation and ranking systems into the coordinated
19 system;

20 (3) provision that the Civil Service Commission
21 shall have general supervision of and control over the
22 coordinated job evaluation and ranking system, includ-
23 ing, if the Commission deems it appropriate, the au-
24 thority to approve or disapprove the adoption, use and
25 administration in the executive branch of the method

1 (4) provision for the establishment of procedures
2 for the periodic review by the Civil Service Commis-
3 sion of the effectiveness of the method or methods
4 adopted for use under the system; and

5 (5) provision for maintenance of the system to
6 meet the changing needs of the executive branch in the
7 future.

8 SEC. 302. In carrying out its functions under section
9 301 of this Act, the Commission shall consider all recog-
10 nized methods of job evaluation and ranking.

11 SEC. 303. The Civil Service Commission is authorized
12 to secure directly from any executive agency, as defined
13 by section 105 of title 5, United States Code, or any bureau,
14 office, or part thereof, information, suggestions, estimates,
15 statistics, and technical assistance for the purposes of this
16 Act; and each such executive agency or bureau, office, or
17 part thereof is authorized and directed to furnish such infor-
18 mation, suggestions, estimates, statistics, and technical assist-
19 ance directly to the Civil Service Commission upon request
20 by the Commission.

21 SEC. 304. (a) Within one year after the date of enact-
22 ment of this Act, the Commission shall submit to the Presi-
23 dent and the Congress an interim progress report on the
24 current status and results of its activities under this Act,
25 together with its current findings.

1 (b) Within two years after the date of enactment of
2 this Act—

3 (1) the Civil Service Commission shall complete
4 its functions under this Act and shall transmit to the
5 President a comprehensive report of the results of its
6 activities, together with its recommendations (including
7 its draft of proposed legislation to carry out such recom-
8 mendations), and

9 (2) the President shall transmit that report (in-
10 cluding the recommendations and draft of proposed
11 legislation of the Commission) to the Congress, to-
12 gether with such recommendations as the President
13 deems appropriate.

14 (c) The Commission shall submit to the Committees on
15 Post Office and Civil Service of the Senate and House of
16 Representatives once each calendar month, or at such other
17 intervals as may be directed by those committees, or either
18 of them, an interim progress report on the then current status
19 and results of the activities of the Commission under this Act,
20 together with the then current findings of the Commission.

21 (d) The Commission shall periodically consult with,

1 and solicit the views of, appropriate employee and profes-
2 sional organizations.

3 (c) The organizational unit established under section
4 301 of this Act shall cease to exist upon the submission of
5 the report to the Congress under subsection (b) of this
6 section.

Passed the House of Representatives February 16, 1970.

Attest:

W. PAT JENNINGS,

Clerk.

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